



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
FORT JACKSON CIVILIAN PERSONNEL ADVISORY CENTER
5450 STROM THURMOND BOULEVARD, ROOM 229
FORT JACKSON, SC 29207



PECP-SCR-R

June 28, 2011

MEMORANDUM FOR All Fort Jackson Employees in Bargaining Unit Positions and Their Supervisors

SUBJECT: Annual Notice of Weingarten Rights for Employees in Bargaining Unit Positions

1. When an employee whose position is included in a bargaining unit reasonable believes that discipline may result from an investigative interview or examination by an agency representative, the employee may request Union representation before proceeding with the investigative interview or examination. Under the provisions of Chapter 71 of Title 5 of the US Code (5 USC 7114), the Union which serves as the exclusive representative of a recognized bargaining unit in an agency shall be given the opportunity to be represented at such investigative interview or examination if:

(a) The employee reasonably believes that the examination may result in disciplinary action against the employee, AND

(b) The employee requests representation.

2. In addition to investigations or examinations conducted by supervisors, this right can also apply to investigations or examinations conducted by Army or DoD representatives of the Inspector General, military police, or Criminal Investigation Division if the employee reasonably believes that such investigation may result in discipline, and the employee requests representation.

3. Some points to remember about Weingarten Rights:

- Examinations may include criminal and non-criminal investigations.
- Representation may be requested at any time during the interview.

4. Performance discussions and counseling sessions ARE NOT considered to be investigations or examinations; nor are meetings held only for the purpose of imposing disciplinary action, which do not involve the gathering of information, nor any examination or interview of employee.

PECP-SCR-R

SUBJECT: Annual Notice of Weingarten Rights for Employees in Bargaining Unit Positions

5. Information on “Weingarten” rights is enclosed. The point of contact concerning “Weingarten Rights” or other labor relations issues or questions is Sheila Webb, Fort Jackson Civilian Personnel Advisory Center (CPAC) at 751-5796.

//original signed//

Phaedria Charles

Director, Civilian Personnel Advisory
Center